



# DoD Civilian Acquisition Workforce

## Personnel Demonstration Project

# Unofficial CCAS 2003 Results for Army Pay Pools

Prepared by the Army AcqDemo Office for the Army Activities in the Department of Defense Civilian Acquisition Workforce Personnel Demonstration Project. For additional information, please contact Jerry Lee (SAIC Contractor) at 703-805-5498 or [jerold.a.lee@us.army.mil](mailto:jerold.a.lee@us.army.mil) or Jael Latham (SAIC Contractor) at [jael.latham@us.army.mil](mailto:jael.latham@us.army.mil) or Cathy Anderson (SAIC Contractor) at 703-805-2189 or [catherine.anderson1@us.army.mil](mailto:catherine.anderson1@us.army.mil).

# Number of Pay Pools and Number of Employees

The 2003 CCAS rating cycle had 57 pay pools for an overall increase of 34. ASAALT concluded its consolidation into a single pay pool. PP127 RDAISA was re-aligned into PP 103 PEO EIS and PP132 PM FCS was aligned into PP120 PEO GCS.

Twenty-eight new pay pools were created for the 2003 CCAS cycle for a total of 51: ATEC's Developmental Test Command and Operational Test Command, Army Material Systems Analysis Activity, AMCOM Non-bargaining employees, PEO Air Space Missile Defense Non-bargaining employees, ACA South Region, and TACOM ARDEC Non-bargaining employees. Six additional pay pools were created for TACOM that who converted to AcqDemo on July 27, 2003, with 344 non-bargaining employees who were not eligible for the 2003 CCAS rating cycle but received the 2004 General Pay Increase.

Army AcqDemo had a 143% increase in participation in 2003 from 1861 to 4521. Only 4177 of the 4521 were eligible for the CCAS rating.

# Number of Pay Pools and Number of Employees

Number of Pay Pools		PP#	Number of Employees				
			1999	2000	2001	2002	2003
1	OAA DCC-W	101	180	175	154	110	105
2	ATEC	102	78	113	117	122	136
3	PEO EIS	103	122	141	144	151	374
	SAAL-ZP/CSA	104	48	54	51		
4	ATEC AEC	105	75	205	223	250	314
5	Army G8 (ADO)	106	14	14	13	13	11
6	CCK	107	36	44	53	50	51
	ATEC OEC	108	119				
	SAAL-ZR	109	124				
7	PEO CBD (JPOBD)	110	13	16	15	13	27
8	MTAQ	111	53	48	50	48	64
9	ASA ALT	112	7	32	26	48	100
10	PEO C3T	113	88	89	92	104	289
11	PEO GCS-P/Ammo	114	80	93	91	100	137
12	PEO CIO	119	41	46	44	49	45
13	PEO GCS-W	120	128	126	132	134	123
14	PEO IEWS	121	111	114	119	141	134
	SAAL-ZC	122	4				
	SAAL-ZT	123	13	11	12	11	
	SAAL-ZS	124	11	12	10	13	
	SAAL-ZD	125	10	10	14		
15	MEDCOM	126	25	67	83	113	144
	RDAISA	127	89	86	91	95	
	SAAL-ZL	128		3	3		
16	DDACM/ASC	129		107	122	123	114
17	MTAQ Supr	130		3	4	4	6
18	OF-TF	131			4	8	8
	PM FCS	132			8	8	
19	PM JSIMS	133				17	16
20	PEO Aviation	134				62	69
21	ACA HQ	135				35	50
22	OAA DOL	136				39	37
23	PEO CS/CS	137				Converted 10/02	107
	Total		1469	1609	1675	1861	

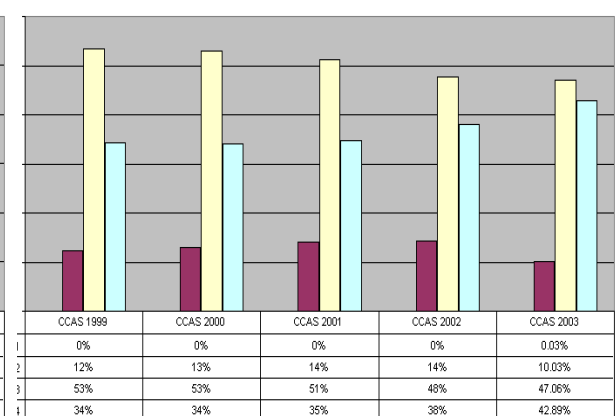
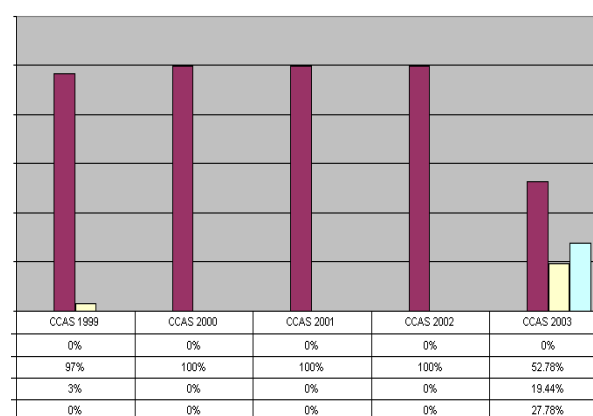
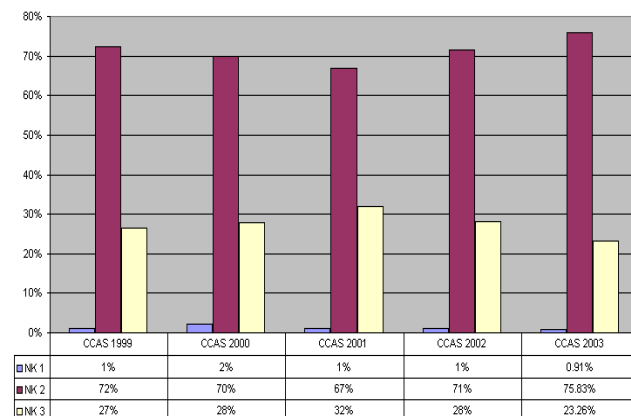
Number of Pay Pools		PP#	Number of Employees				
			1999	2000	2001	2002	2003
24	ATEC DTC	138					150
25	ATEC OTC	139					164
26	AMSAA CCAD	140					56
27	AMSAA CSAD	141					45
28	AMSAA LAD	142					61
29	AMSAA JTCG	143					10
30	AMSAA SOD	144					23
31	AMSAA Chiefs	145					19
32	ACA South Region	146					4
33	AMCOM TMDE	150					30
34	AMCOM CIC	151					13
35	AMCOM LAISO	152					19
36	AMCOM IMMC	153					121
37	AMCOM AcqCtr	154					36
38	AMCOM CmdStaff	155					63
39	AMCOM SAMD	156					23
40	AMCOM IG	157					12
41	PEO STRI	160					405
42	PEO ASMD	165					40
43	TACOM ARDEC HQ/TD/ASCO	180					38
44	TACOM ARDEC FSAC	181					55
45	TACOM ARDEC FUZE	182					53
46	TACOM AREDEC WECAC	183					45
47	TACOM ARDEC CCAC	184					44
48	TACOM ARDEC QED	185					38
49	TACOM ARDEC RMD	186					25
50	TACOM ARDEC Benet	187					112
51	TACOM AcqCtr (P)	188					12
52	TACOM Chiefs	190					77
53	TACOM TARDEC	191					74
54	TACOM Legal	192					14
55	TACOM AcqCtr (W)	193					44
56	TACOM CBO	194					120
57	TACOM CmdGp DCG	196					15
	Total		1469	1609	1675	1861	4521

Converted to AcqDemo  
before July 2, 2003

Converted to AcqDemo  
July 27, 2003  
[not eligible for 2003 CCAS rating]

# Workforce Demographics

Army	CCAS 1999			CCAS 2000			CCAS 2001			CCAS 2002			CCAS 2003		
	Number of Employees	Percent of Career Path	Percent of Workforce	Number of Employees	Percent of Career Path	Percent of Workforce	Number of Employees	Percent of Career Path	Percent of Workforce	Number of Employees	Percent of Career Path	Percent of Workforce	Number of Employees	Percent of Career Path	Percent of Workforce
NK 1	2	1.06%	0.14%	4	2.10%	0.25%	2	1.12%	0.12%	1	0.51%	0.05%	3	0.91%	0.07%
NK 2	136	72.34%	9.26%	133	70.00%	8.27%	119	66.85%	7.10%	140	71.43%	7.52%	251	75.83%	6.01%
NK 3	50	26.60%	3.40%	53	27.90%	3.29%	57	32.02%	3.40%	55	28.06%	2.96%	77	23.26%	1.84%
NK Career Path	188	100.00%	12.80%	190	100.00%	11.81%	178	100.00%	10.63%	196	100.0%	10.5%	331	100.00%	7.92%
NJ 2	31	96.90%	2.11%	29	100.00%	1.80%	26	100.00%	1.55%	17	100.0%	0.91%	19	52.78%	0.45%
NJ 3	1	3.10%	0.07%										7	19.44%	0.17%
NJ 4													10	27.78%	0.24%
NJ Career Path	32	100.00%	2.18%	29	100.00%	1.80%	26	100.00%	1.55%	17	100.0%	0.9%	36	100.00%	0.86%
NH 1													1	0.03%	0.02%
NH 2	154	12.30%	10.48%	180	12.95%	11.19%	207	14.07%	12.36%	237	14.38%	12.74%	382	10.03%	9.15%
NH 3	667	53.40%	45.41%	736	52.95%	45.74%	752	51.12%	44.90%	786	47.69%	42.24%	1793	47.06%	42.93%
NH 4	428	34.30%	29.14%	474	34.10%	29.46%	512	34.81%	30.57%	625	37.92%	33.58%	1634	42.89%	39.12%
NH Career Path	1249	100.00%	85.02%	1390	100.00%	86.39%	1471	100.00%	87.82%	1648	100.0%	88.6%	3810	100.00%	91.21%
		100.00%			100.00%			100.00%			100.0%			100.0%	
Workforce	1469			1609			1675			1861			4177		



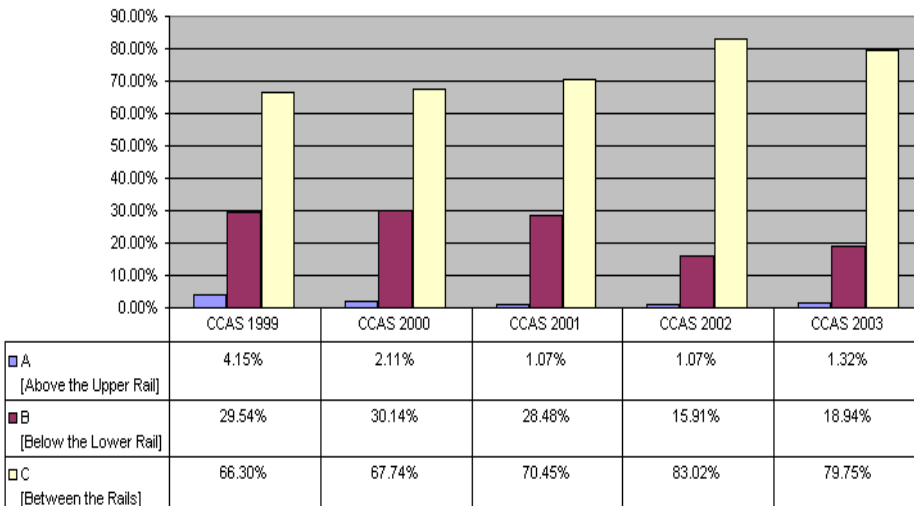
# Presumptive Status

Presumptive Status	1999	2000	2001	2002	2003
0 90 Days or More (changed in 2002 from 180 days)	1386	1455	1536	1792	4060
1 Less Than 90 Days (changed in 2002 from 180 days)	71	138	122	57	93
Employee has the minimum days for CCAS rating but due to special circumstances, i.e., long-term full-time training, temporary promotion outside the demo, active military duty, extended sick leave, leave without pay, etc., the pay pool panel has two options.					
2 Expected Rating	12	13	15	9	19
3 Re-Certified Last CCAS OCS	NA	3	2	3	5
Total	1469	1609	1675	1861	4177
Override (CRI and CA calculations due to retirement, leaving AcqDemo, promotions)	Data Not Captured	45	68	67	74
Retained Pay (50% of GPI, no CRI, CA dependent on OCS)	6	4	8	7	12

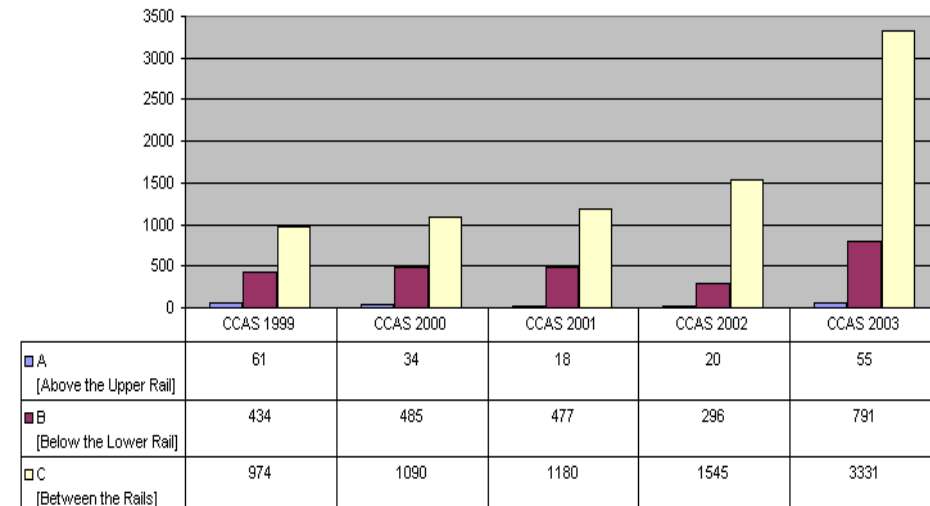
# Rail Zone Positions

Rail Zone	1999	Percent	2000	Percent	2001	Percent	Rail Zone	2002	Percent	2003	Percent
A [Above the Upper Rail]	61	4.15%	34	2.11%	18	1.07%	A [Above the Upper Rail]	20	1.07%	55	1.32%
B [Below the Lower Rail]	434	29.54%	485	30.14%	477	28.48%	B [Below the Lower Rail]	296	15.91%	791	18.94%
C [Between the Rails]	974	66.30%	1090	67.74%	1180	70.45%	C1 (Between UR and SPL)	602	32.35%	1147	27.46%
							C2 (Between SPL and LR)	943	50.67%	2184	52.29%
Total	1469	100.00%	1609	100.00%	1675	100.00%	Total	1861	100.00%	4177	100.00%
Retained Pay (A - Above the Upper Rail)	6		4		8		Retained Pay (A - Above the Upper Rail)	7		2	

**Rail (Region) Positions**  
(By Percentage)



**Rail (Region) Positions**  
(Number in Region)



# Funding Level - General Pay Increase (GPI)

Funding Level	1999	2000	Difference between 1999 & 2000	2001	Difference between 2000 & 2001	2002	Difference between 2001 & 2002	2003	Difference between 2002 & 2003
General Pay Increase	3.80%	2.70%	-1.10%	3.60%	0.90%	3.10%	-0.50%	2.00%	-1.10%
Number of Pay Pools [Gave Full GPI]	16	13	-3	15	2	21	6	50	29
Number of Pay Pools [Reduced GPI]	5	2	-3	2	No Change	0	-2	4	4
Number of Pay Pools [Denied GPI]	2	8	6	8	No Change	5	-3	3	-2
Locality Pay	All Employees Received	All Employees Received	No Change	All Employees Received	No Change	All Employees Received	No Change	All Employees Received	No Change
Contribution Rating Increase (Minimum Funding Level)	2.40%	2.00%	-0.04%	2.00%	No Change	2.00%	No Change	2.00%	No Change
Award (Minimum Funding Level)	1.3% of which 90% or 1.17% is for CA	1.0% of which 90% or 0.90% is for CA	-0.3% or -0.27%	1.0% of which 90% or 0.90% is for CA	No Change	1.0% of which 90% or 0.90% is for CA	No Change	1.0% of which 90% or 0.90% is for CA	No Change
Target Salary	Upper Rail	Upper Rail	No Change	Upper Rail	No Change	Upper Rail	No Change	Upper Rail	No Change

Nine (9) Pay Pools had "A-rated" employees but only five (5) denied GPI

employees of which 11 had more than one CCAS cycle and seven (7) denied or reduced GPI

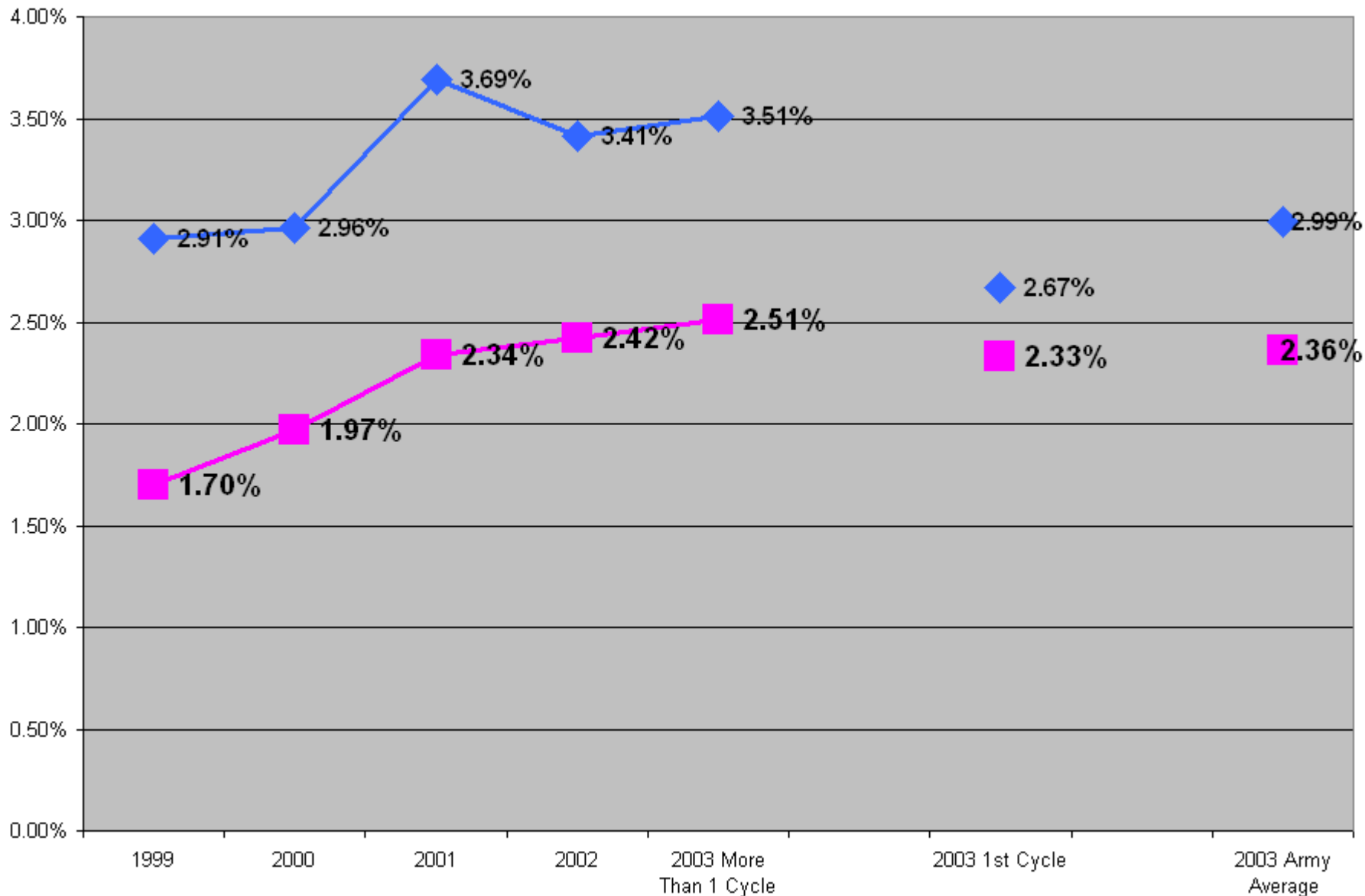
Note: G of 4.1% approved January 2004

# Funding Levels for CRI and CA

Organization	Pay Pool #	1999 CRI%	1999 Awd%	Size of Pay Pool	2000 CRI%	2000 Awd%	Size of Pay Pool	2001 CRI%	2001 Awd%	Size of Pay Pool	2002 CRI%	2002 Awd%	Size of Pay Pool	2003 CRI%	2003 Awd%	First CCAS Cycle		Size of Pay Pool	2003 CRI%	2003 Awd%	
OAA DCC-W	101	2.8	1.44	175	2.80	1.44	154	2.80	2.20	110	2.80	2.200	105	3.00000	2.30000	PEO CS/CSS	PP#	137	107	2.50000	3.48810
ATEC	102	2.4	1.80	113	2.00	1.80	117	3.80	2.03	122	3.00	2.000	136	2.50000	2.00000	ATEC DTC	138	150	2.50000	2.00000	
PEO EIS	103	2.4	2.88	141	2.40	2.70	144	2.20	2.50	151	2.50	2.500	374	2.50000	2.50000	ATEC OTC	139	164	2.50000	2.00000	
SAAL-ZP/CSA	104	2.4	1.17	54	2.00	0.90	51	2.00	1.00							AMSAA CCAD	140	56	3.00000	2.30000	
ATEC AEC	105	2.4	1.80	205	2.07	2.26	223	3.00	2.00	250	3.00	2.042	314	2.50000	2.00000	AMSAA CSAD	141	45	3.00000	2.30000	
Army G8 (ADO)	106	3.0	2.70	14	3.00	2.70	13	3.00	3.33	13	3.00	3.333	11	3.00000	3.33333	AMSAA LAD	142	61	3.00000	2.30000	
CCK	107	2.4	1.17	44	2.40	1.05	53	3.20	2.00	50	3.60	1.000	51	3.60000	2.00000	AMSAA JTCG	143	10	3.00000	2.76000	
ATEC OEC	108	2.4	1.80													AMSAA SOD	144	23	3.00000	2.30000	
SAAL-ZR	109	2.4	1.17													AMSAA Chiefs	145	19	3.00000	2.55000	
PEO CBD (JPOBD)	110	3.326	1.80	16	3.00	1.80	15	3.30	2.20	13	3.34	2.230	27	3.38219	2.51000	ACA South Region	146	4	3.00000	2.30000	
MTAQ	111	2.4	1.17	48	4.00	3.49	50	4.99	2.50	48	4.99	2.500	64	5.00000	2.52814	AMCOM TMDE	150	30	2.64400	1.66900	
ASA ALT	112	2.4	1.17	32	2.00	0.90	26	2.80	1.44	48	2.80	2.200	100	3.00000	2.30000	AMCOM CIC	151	13	2.82100	1.77700	
PEO C3T	113	2.4	1.80	89	2.40	2.12	92	3.00	2.50	104	2.00	2.500	289	4.00000	2.50000	AMCOM LAISO	152	19	3.36810	2.33900	
PEO GCS-P/Ammo	114	2.5	3.00	93	2.00	2.70	91	2.00	3.00	100	2.00	3.024	137	2.00000	3.00000	AMCOM IMMC	153	121	2.85441	1.77410	
PEO CIO	119	2.4	2.07	46	3.00	2.97	44	6.00	3.70	49	6.00	3.700	45	4.00000	2.00000	AMCOM AcqCtr	154	36	2.73166	1.73891	
PEO GCS-W	120	2.5	3.27	126	2.00	3.15	132	2.00	3.54	134	2.00	3.630	123	2.00000	3.52100	AMCOM CmdStaff	155	63	2.61000	1.64000	
PEO IEWS	121	2.4	1.35	114	4.00	2.70	119	4.00	2.50	141	4.00	2.500	134	4.00000	2.50000	AMCOM SAMD	156	23	2.40000	1.50000	
SAAL-ZC	122	2.4	1.17													AMCOM IG	157	12	2.40000	1.50000	
SAAL-ZT	123	2.4	1.17	11	2.00	0.90	12	2.80	1.44	11	2.80	2.200				PEO STRI	160	405	2.46914	1.30000	
SAAL-ZS	124	2.4	1.17	12	2.00	0.90	10	2.80	1.44	13	2.80	2.200				PEO ASMD	165	40	2.40000	2.00000	
SAAL-ZD	125	2.4	1.17	10	2.19	0.99	14	3.42	1.76							TACOM ARDEC HQ/TD/ASCO	180	38	2.51000	3.10000	
MEDCOM	126	12.0	1.62	67	12.00	1.35	83	10.00	1.50	113	5.00	1.500	144	5.00000	1.50000	TACOM ARDEC FSAC	181	55	2.56940	2.89000	
RDAISA	127	2.4	1.17	86	2.50	2.88	91	3.50	2.50	95	3.50	2.500				TACOM ARDEC FUZE	182	53	2.71028	2.89000	
SAAL-ZL	128			3	2.00	0.90	3	2.80	1.44							TACOM AREDEC WECAC	183	45	2.40000	2.89000	
DDACM/ASC	129			107	2.40	1.17	122	3.40	3.00	123	3.40	3.000	114	3.53444	2.33780	TACOM ARDEC CCAC	184	44	2.40000	2.89000	
MTAQ Supr	130			3	4.00	3.49	4	10.00	4.10	4	10.00	3.500	6	6.50000	3.58593	TACOM ARDEC QED	185	38	2.40000	2.89000	
OF-TF	131						4	2.97	1.00	8	3.00	2.000	8	5.00000	2.00000	TACOM ARDEC RMD	186	25	2.58000	3.10000	
PM FCS	132						8	2.40	4.00	8	2.00	3.000				TACOM ARDEC Benet	187	112	2.40000	2.89000	
PM JSIMS	133									17	4.05	3.270	16	4.05000	3.27000	TACOM AcqCtr (P)	188	12	2.40000	2.60000	
PEO Aviation	134									62	2.40	1.300	69	2.80000	3.00000	TACOM Chiefs	190	77	Converted to AcqDemo July 27, 2003 [not eligible for 2003 CCAS rating, received full G]		
ACA HQ	135									35	2.00	1.000	50	3.00000	2.30000	TACOM TARDEC	191	74			
OAA DOL	136									39	2.80	2.200	37	2.80000	2.20000	TACOM Legal	192	14			
	1469			1609			1675			1861						TACOM AcqCtr (W)	193	44			
Average		2.91	1.70	70	2.96	1.97	73	3.69	2.34	72	3.41	2.424	91	3.51	2.508	TACOM CBO	194	120			
																TACOM CmdGp DCG	196	15			
																Note: Average for 1st CCAS Cycle	63	2.67	2.33		
																Note: Average for for Pay Pools with more than one CCAS cycle.					
																Overall Army CCAS Average	79	2.99	2.36		



# CRI + CA Funding Levels Trend



# Affect on Pay Pool Total Base Pay

Army		CY1999 Base Pay w/Buy-In	CY2000 CCAS1999	Increase from 1999 Buy-In Less G	CY2000 Base Pay	CY2001 CCAS2000	Increase from Beginning of FY Less G	CY2001 Base Pay	CY2002 CCAS2001	Increase from Beginning of FY Less G	CY2002 Base Pay	CY2003 CCAS2002	Increase from Beginning of FY Less G	CY2003 Base Pay	New Base Pay 2004	Increase from Beginning of FY Less G
DSSW	101	\$ 8,478,952	\$ 9,023,692	2.62%	\$ 8,878,795	\$ 9,347,892	2.58%	\$ 8,244,656	\$ 8,740,308	2.41%	\$ 6,446,510	\$ 6,798,209	1.86%	\$6,556,636	\$6,802,787	2.25%
ATEC HQ	102	\$ 4,122,042	\$ 4,377,405	2.40%	\$ 6,660,622	\$ 6,970,532	1.95%	\$ 7,344,337	\$ 7,880,153	3.70%	\$ 8,238,752	\$ 8,727,970	2.34%	\$9,720,446	\$10,075,420	2.15%
PEO EIS	103	\$ 7,816,975	\$ 8,265,557	1.94%	\$ 9,562,824	\$ 10,003,926	1.91%	\$ 10,024,360	\$ 10,562,158	1.76%	\$ 11,102,988	\$ 11,656,638	1.39%	\$26,342,819	\$27,254,188	1.96%
SAAL-ZP/CSA	104	\$ 3,302,884	\$ 3,490,575	1.88%	\$ 3,865,138	\$ 4,026,128	1.47%	\$ 3,804,288	\$ 3,997,359	1.48%						
ATEC AEC	105	\$ 4,955,920	\$ 5,249,665	2.13%	\$ 13,787,252	\$ 14,403,942	1.77%	\$ 15,664,102	\$ 16,597,733	2.36%	\$ 18,280,255	\$ 19,271,532	1.82%	\$ 22,774,885	\$ 23,562,445	1.96%
Army G8 (ADO)	106	\$ 879,418	\$ 933,674	2.37%	\$ 984,411	\$ 1,032,659	2.20%	\$ 944,117	\$ 992,545	1.53%	\$ 987,362	\$ 1,031,467	0.87%	\$ 874,519	\$ 905,126	2.00%
OCK	107	\$ 1,678,532	\$ 1,779,524	2.22%	\$ 2,200,119	\$ 2,311,199	2.35%	\$ 2,744,109	\$ 2,920,937	2.84%	\$ 2,596,457	\$ 2,758,953	2.66%	\$ 2,740,959	\$ 2,868,809	3.16%
ATEC OEC	108	\$ 7,598,714	\$ 8,056,767	2.23%												
SAAL-ZR/DDACM	109	\$ 7,665,734	\$ 8,128,129	2.23%												
PEO CBD (JPOBD)	110	\$ 851,901	\$ 908,439	2.84%	\$ 1,060,873	\$ 1,115,507	2.45%	\$ 1,014,091	\$ 1,079,512	2.85%	\$ 930,797	\$ 988,110	2.56%	\$ 2,151,618	\$ 2,237,159	2.48%
MTAQ	111	\$ 2,648,041	\$ 2,812,225	2.40%	\$ 2,537,887	\$ 2,700,510	3.71%	\$ 2,850,332	\$ 3,068,249	4.05%	\$ 2,930,873	\$ 3,140,776	3.56%	\$ 3,979,605	\$ 4,187,606	3.73%
ASA (ALT)	112	\$ 280,364	\$ 297,746	2.40%	\$ 1,897,149	\$ 1,979,683	1.65%	\$ 1,627,309	\$ 1,730,350	2.73%	\$ 3,563,434	\$ 3,752,305	1.70%	\$ 7,811,398	\$ 8,099,473	2.19%
PEO C3T	113	\$ 6,802,420	\$ 7,184,138	1.81%	\$ 7,117,153	\$ 7,447,489	1.94%	\$ 7,550,506	\$ 7,973,357	2.00%	\$ 8,629,555	\$ 9,022,771	0.96%	\$ 21,785,779	\$ 22,805,696	3.18%
PEO GCS-P	114	\$ 5,977,551	\$ 6,341,680	2.29%	\$ 7,194,889	\$ 7,510,535	1.69%	\$ 7,315,345	\$ 7,698,415	1.64%	\$ 8,331,300	\$ 8,736,366	1.26%	\$ 12,066,224	\$ 12,464,972	1.80%
PEO IS	119	\$ 2,439,162	\$ 2,588,306	2.31%	\$ 2,851,762	\$ 3,008,135	2.78%	\$ 2,902,246	\$ 3,151,821	5.00%	\$ 3,359,710	\$ 3,598,845	3.52%	\$ 3,347,521	\$ 3,459,291	1.84%
PEO GCS-W	120	\$ 8,284,150	\$ 8,775,774	2.13%	\$ 8,599,413	\$ 8,957,954	1.47%	\$ 9,469,173	\$ 9,940,923	1.38%	\$ 10,022,528	\$ 10,474,767	0.91%	\$ 9,655,724	\$ 9,957,699	1.63%
PEO IEWS	121	\$ 7,191,926	\$ 7,615,522	2.09%	\$ 7,755,135	\$ 8,218,413	3.27%	\$ 8,619,155	\$ 9,183,875	2.95%	\$ 10,609,250	\$ 11,227,039	2.22%	\$ 10,326,306	\$ 10,751,226	2.61%
SAAL-ZC	122	\$ 230,219	\$ 244,492	2.40%												
SAAL-ZT	123	\$ 955,046	\$ 1,011,051	2.06%	\$ 937,861	\$ 974,044	1.16%	\$ 925,973	\$ 980,159	2.25%	\$ 930,658	\$ 979,032	1.60%			
SAAL-ZS	124	\$ 578,676	\$ 611,453	1.86%	\$ 686,232	\$ 716,319	1.68%	\$ 596,037	\$ 632,719	2.55%	\$ 862,198	\$ 907,667	1.67%			
SAAL-ZD	125	\$ 656,085	\$ 694,883	2.11%	\$ 740,715	\$ 771,306	1.43%	\$ 1,026,017	\$ 1,087,051	2.35%						
MEDCOM	126	\$ 799,234	\$ 918,384	11.1%	\$ 2,902,076	\$ 3,270,395	9.99%	\$ 3,953,835	\$ 4,338,731	6.13%	\$ 5,675,579	\$ 6,070,313	3.35%	\$ 7,669,997	\$ 8,062,569	3.62%
RDAISA	127	\$ 4,650,202	\$ 4,906,949	1.72%	\$ 4,663,640	\$ 4,895,248	2.27%	\$ 4,960,320	\$ 5,299,492	3.24%	\$ 5,490,456	\$ 5,837,647	2.72%			
SAAL-ZL	128				\$ 227,368	\$ 235,633	0.94%	\$ 235,633	\$ 245,648	0.65%						
DDACM/ASC	129				\$ 6,744,248	\$ 7,065,992	2.07%	\$ 7,917,469	\$ 8,434,872	2.93%	\$ 8,588,942	\$ 9,084,305	2.17%	\$ 8,067,069	\$ 8,424,935	2.94%
MTAQ Supr	130				\$ 242,215	\$ 258,443	4.00%	\$ 317,876	\$ 361,107	10.0%	\$ 361,107	\$ 397,883	6.6%	\$ 568,828	\$ 603,214	4.55%
OF-TF	131							\$ 253,257	\$ 269,897	2.97%	\$ 580,386	\$ 614,819	2.33%	\$ 642,868	\$ 678,025	3.97%
PM FCS	132							\$ 608,602	\$ 645,121	2.40%	\$ 645,121	\$ 677,047	1.35%			
PM JSIMS	133										\$ 1,083,235	\$ 1,157,641	3.27%	\$ 1,092,830	\$ 1,149,313	3.67%
PEO Aviation	134										\$ 5,416,967	\$ 5,692,985	1.50%	\$ 6,271,739	\$ 6,512,689	2.34%
ACA	135										\$ 2,590,737	\$ 2,712,065	1.08%	\$ 4,048,001	\$ 4,208,468	2.46%
OAA DOL	136										\$ 1,798,975	\$ 1,894,323	1.70%	\$ 1,792,360	\$ 1,857,988	2.16%
		\$88,844,148	\$94,216,030		\$102,097,777	\$107,221,884		\$110,051,286	\$116,897,474		\$117,938,708	\$124,462,318		\$170,288,131	\$176,929,098	
		Total Increase	6.05%		Total Increase	5.02%		Total Increase	6.22%		Total Increase	5.53%		Total Increase	3.90%	More than one CCAS Cycle
		GPI	3.80%		GPI	2.70%		GPI	3.60%		GPI	3.10%		GPI	1.50%	
		Net Increase	2.25%		Net Increase	2.32%		Net Increase	2.62%		Net Increase	2.43%		Net Increase	2.40%	

# Affect on 2003 Pay Pool Total Base Pay

Army		CY2003 Base Pay	CY2004 CCAS 2003	Increase from Beginning of FY Less G
DSSW	101	\$6,556,636	\$6,802,787	2.25%
ATEC HQ	102	\$9,720,446	\$10,075,420	2.15%
PEO EIS	103	\$26,342,819	\$27,254,188	1.96%
SAAL-ZP/CSA	104			
ATEC AEC	105	\$ 22,774,885	\$ 23,562,445	1.96%
Army G8 (ADO)	106	\$ 874,519	\$ 905,126	2.00%
CCK	107	\$ 2,740,959	\$ 2,868,809	3.16%
ATEC OEC	108			
SAAL-ZR/DDACM	109			
PEO CBD (JPOBD)	110	\$ 2,151,618	\$ 2,237,159	2.48%
MTAQ	111	\$ 3,979,605	\$ 4,187,606	3.73%
ASA (ALT)	112	\$ 7,811,398	\$ 8,099,473	2.19%
PEO C3T	113	\$ 21,785,779	\$ 22,805,696	3.18%
PEO GCS-P	114	\$ 12,066,224	\$ 12,464,972	1.80%
PEO IS	119	\$ 3,347,521	\$ 3,459,291	1.84%
PEO GCS-W	120	\$ 9,655,724	\$ 9,957,699	1.63%
PEO IEWS	121	\$ 10,326,306	\$ 10,751,226	2.61%
SAAL-ZC	122			
SAAL-ZT	123			
SAAL-ZS	124			
SAAL-ZD	125			
MEDCOM	126	\$ 7,669,997	\$ 8,062,569	3.62%
RDAISA	127			
SAAL-ZL	128			
DDACM/ASC	129	\$ 8,067,069	\$ 8,424,935	2.94%
MTAQ Supr	130	\$ 568,828	\$ 603,214	4.55%
OF-TF	131	\$ 642,868	\$ 678,025	3.97%
PM FCS	132			
PM JSIMS	133	\$ 1,092,830	\$ 1,149,313	3.67%
PEO Aviation	134	\$ 6,271,739	\$ 6,512,689	2.34%
ACA	135	\$ 4,048,001	\$ 4,208,468	2.46%
OAA DOL	136	\$ 1,792,360	\$ 1,857,988	2.16%
		\$ 170,288,131	\$ 176,929,098	More than one CCAS Cycle
		Total Increase	3.90%	
		GPI	1.50%	
		Net Increase	2.40%	

First CCAS Cycle	PP#	CY2003 Base Pay	CY2004 CCAS 2003	Increase from Beginning of FY Less G
PEO CS/CSS	137	\$ 8,713,817	\$ 9,020,576	2.02%
ATEC DTC	138	\$ 10,866,307	\$ 11,255,406	2.08%
ATEC OTC	139	\$ 10,959,527	\$ 11,375,603	2.30%
AMSAA CCAD	140	\$ 4,072,265	\$ 4,246,058	2.77%
AMSAA CSAD	141	\$ 3,313,158	\$ 3,459,725	2.92%
AMSAA LAD	142	\$ 4,217,146	\$ 4,400,888	2.86%
AMSAA JTCG	143	\$ 635,802	\$ 664,411	3.00%
AMSAA SOD	144	\$ 1,190,565	\$ 1,239,945	2.65%
AMSAA Chiefs	145	\$ 1,941,392	\$ 2,005,530	1.80%
ACA South Region	146	\$ 319,068	\$ 331,546	2.41%
AMCOM TMDE	150	\$ 2,440,623	\$ 2,531,422	2.22%
AMCOM CIC	151	\$ 1,024,176	\$ 1,068,430	2.82%
AMCOM LAISO	152	\$ 1,137,746	\$ 1,193,135	3.37%
AMCOM IMMC	153	\$ 10,451,620	\$ 10,865,891	2.46%
AMCOM AcqCtr	154	\$ 3,379,108	\$ 3,513,400	2.47%
AMCOM CmdStaff	155	\$ 5,643,944	\$ 5,811,438	1.47%
AMCOM SAMD	156	\$ 2,072,079	\$ 2,143,263	1.94%
AMCOM IG	157	\$ 807,954	\$ 833,721	1.69%
PEO STRI	160	\$ 28,392,205	\$ 29,384,667	2.00%
PEO ASMD	165	\$ 3,655,828	\$ 3,777,964	1.84%
TACOM ARDEC HQ/TD/ASCO	180	\$ 3,246,310	\$ 3,362,365	2.07%
TACOM ARDEC FSAC	181	\$ 4,911,740	\$ 5,084,616	2.02%
TACOM ARDEC FUZE	182	\$ 4,026,394	\$ 4,178,727	2.28%
TACOM AREDEC WECAC	183	\$ 4,226,462	\$ 4,373,590	1.98%
TACOM ARDEC CCAC	184	\$ 4,043,211	\$ 4,196,497	2.29%
TACOM ARDEC QED	185	\$ 3,401,430	\$ 3,522,531	2.06%
TACOM ARDEC RMD	186	\$ 2,042,646	\$ 2,119,298	2.25%
TACOM ARDEC Benet	187	\$ 8,269,190	\$ 8,568,257	2.12%
TACOM AcqCtr (P)	188	\$ 1,114,484	\$ 1,155,238	2.16%
		\$ 140,516,197	\$ 145,684,138	
		Total Increase	3.68%	1st CCAS Cycle
		GPI	1.50%	
		Net Increase	2.18%	
TACOM Chiefs	190	Converted to AcqDemo July 27, 2003 [not eligible for 2003 CCAS rating, received full G]		
TACOM TARDEC	191			
TACOM Legal	192			
TACOM AcqCtr (VV)	193			
TACOM CBO	194			
TACOM CmdGp DCG	196			
Army		\$ 310,804,328	\$ 322,613,236	
		Total Increase	3.80%	
		GPI	1.50%	
		Net Increase	2.30%	

# Results Against Funding Levels (GPI, CRI, CA)

Army	1999	2000	Difference	2001	Difference between 2000 and 2001	2002	Difference between 2001 and 2002	2003	Difference between 2002 and 2003
Total Demo Employees	1,469	1,609	140	1675	66	1861	186	4177	2,316
Base Salary	\$ 88,844,148	\$ 102,097,777	\$ 13,253,629	\$ 110,913,145	\$ 8,815,368	\$ 130,054,132	\$ 19,140,987	\$ 310,804,328	\$ 180,750,196
Positive Delta-Y	\$ 11,412,694	\$ 13,156,049	\$ 1,743,355	\$ 15,741,895	\$ 2,585,846	\$ 17,136,891	\$ 1,394,996	\$ 35,462,791	\$ 18,325,900
General Pay Increase	\$ 3,285,887	\$ 2,757,453	\$ (528,434)	\$ 3,987,191	\$ 1,229,738	\$ 4,008,030	\$ 20,839	\$ 4,639,362	\$ 631,332
	3.8%	2.7%	-1.1%	3.6%	0.90%	3.10%	-0.50%	1.50%	-1.60%
Mandatory GPI (Retained Pay)	\$ 134,039	\$ 50,732	\$ (83,307)	\$ 35,367	\$ (15,365)	\$ 5,354	\$ (30,013)	\$ 6,594	\$ 1,240
Discretionary GPI	\$ 49,859	\$ 20,976	\$ (28,883)	\$ 10,113	\$ (10,863)	\$ 11,573	\$ 1,460	\$ 47,711	\$ 36,138
Carry Over to CRI	\$ 90,920	\$ 36,052	\$ (54,868)	\$ 25,254	\$ (10,798)	\$ 17,816	\$ (7,438)	\$ 15,535	\$ (2,281)
Contribution Rating Increase	\$ 2,085,995	\$ 2,835,287	\$ 749,292	\$ 3,693,045	\$ 857,758	\$ 3,149,313	\$ (543,732)	\$ 7,169,546	\$ 4,020,233
	2.35%	2.94%	0.59%	3.36%	0.42%	2.58%	-0.78%	2.45%	-0.13%
Discretionary CRI	\$ 4,498	\$ 25,510	\$ 21,012	\$ 82,715	\$ 61,703	\$ 63	\$ (82,652)	\$ 175,401	\$ 175,338
Base Salary Increase (includes GPI and CRI)	\$ 94,216,030	\$ 107,221,884	\$ 13,005,854	\$ 117,803,552	\$ 10,581,668	\$ 137,211,475	\$ 19,407,923	\$ 322,613,236	\$ 185,401,761
	6.05%	5.02%	-1.03%	6.21%	1.19%	5.50%	-0.71%	3.80%	-1.70%
Carry Over to Award	\$ 248,147	\$ 435,306	\$ 187,159	\$ 764,575	\$ 329,269	\$ 789,873	\$ 25,298	\$ 1,759,348	\$ 969,475
Contribution Award	\$ 1,343,749	\$ 2,132,158	\$ 788,409	\$ 2,308,661	\$ 176,503	\$ 2,793,538	\$ 484,877	\$ 6,079,782	\$ 3,286,244
	1.51%	2.09%	0.58%	2.08%	-0.01%	2.15%	0.07%	1.96%	-0.19%
Discretionary Award	\$ 347,727	\$ 85,302	\$ (262,425)	\$ 128,972	\$ 43,670	\$ 93,104	\$ (35,868)	\$ 391,321	\$ 298,217
Total Award	\$ 1,939,623	\$ 2,652,766	\$ 713,143	\$ 3,200,555	\$ 547,789	\$ 3,674,023	\$ 473,468	\$ 8,227,558	\$ 4,553,535
	2.18%	2.60%	0.42%	2.89%	0.29%	2.82%	-0.06%	2.65%	-0.18%

# Alpha 1 (CRI) and Alpha 2 (CA)

## (Percent of the Positive Delta Salary Employee Would Receive for CRI and CA)

	Pay Pool #	1999 Alpha 1 CRI	1999 Alpha 2 CA	Pay Pool #	2000 Alpha 1 CRI	2000 Alpha 2 CA	Pay Pool #	2001 Alpha 1 CRI	2001 Alpha 2 CA	Pay Pool #	2002 Alpha 1 CRI	2002 Alpha 2 CA	Pay Pool #	2003 Alpha 1 CRI	2003 Alpha 2 CA	Pay Pool	Pay Pool #	2003 Alpha 1 CRI	2003 Alpha 2 CA	
Pay Pool																				
OAA DCC-W	101	26.03%	12.59%	101	25.42%	10.81%	101	22.85%	12.62%	101	20.57%	14.05%	101	20.95%	14.40%	PEO CS/CS	137	25.11%	31.34%	
ATEC	102	15.07%	0.00%	102	14.33%	12.52%	102	21.12%	12.54%	102	51.39%	28.62%	102	78.52%	56.02%	ATEC DTC	138	59.15%	42.63%	
PEO EIS	103	19.52%	22.59%	103	18.53%	19.34%	103	17.86%	17.05%	103	18.46%	16.50%	103	20.91%	18.67%	ATEC OTC	139	48.83%	36.21%	
SAAL-ZP/CSA	104	18.65%	7.80%	104	11.16%	5.02%	104	9.43%	4.25%							AMSAA CCAD	140	25.87%	0.00%	
ATEC AEC	105	24.61%	0.00%	105	36.97%	38.65%	105	50.07%	30.18%	105	55.33%	32.24%	105	50.67%	42.18%	AMSAA CSAD	141	28.53%	0.00%	
Army G8 (ADO)	106	19.06%	15.81%	106	24.62%	25.15%	106	15.75%	15.28%	106	13.83%	13.83%	106	11.95%	11.95%	AMSAA LAD	142	19.47%	0.00%	
CCK	107	19.05%	6.59%	107	25.01%	10.59%	107	35.32%	14.91%	107	20.49%	4.85%	107	18.26%	8.98%	AMSAA JTCG	143	20.13%	0.00%	
ATEC OEC	108	38.15%	0.00%													AMSAA SOD	144	21.53%	0.00%	
SAAL-ZR	109	24.96%	11.19%													AMSAA Chiefs	145	15.63%	0.00%	
PEO CBD (JPOBD)	110	18.23%	9.37%	110	16.96%	10.18%	110	16.22%	9.73%	110	12.69%	7.63%	110	19.04%	12.72%	ACA South Region	146	33.02%	22.79%	
MTAQ	111	29.45%	13.06%	111	39.03%	29.18%	111	48.75%	17.47%	111	35.58%	16.05%	111	39.31%	16.98%	AMCOM TMDE	150	16.87%	9.96%	
ASA ALT	112	15.96%	7.78%	112	12.94%	5.82%	112	22.20%	8.81%	112	22.77%	16.10%	112	21.64%	14.84%	AMCOM CIC	151	16.43%	9.32%	
PEO C3T	113	15.70%	11.78%	113	36.54%	31.69%	113	20.77%	15.07%	113	15.53%	15.77%	113	28.58%	15.80%	AMCOM LAISO	152	27.65%	17.29%	
PEO GCS-P/Ammo	114	16.80%	19.74%	114	12.43%	16.78%	114	12.56%	15.99%	114	12.96%	15.89%	114	24.19%	16.35%	AMCOM IMMC	153	20.11%	11.19%	
PEO CIO	119	16.23%	12.67%	119	15.47%	14.87%	119	21.50%	11.10%	119	22.87%	12.07%	119	15.58%	7.01%	AMCOM AcqCtr	154	24.18%	13.86%	
PEO GCS-W	120	13.93%	17.62%	120	10.95%	16.50%	120	10.78%	17.06%	120	10.52%	16.68%	120	10.12%	16.02%	AMCOM CmdStaff	155	16.27%	9.00%	
PEO IEWS	121	20.39%	10.43%	121	32.41%	21.58%	121	33.22%	18.66%	121	32.94%	18.53%	121	32.12%	18.07%	AMCOM SAMD	156	18.25%	10.27%	
SAAL-ZC	122	19.31%	9.42%													AMCOM IG	157	16.58%	9.33%	
SAAL-ZT	123	11.26%	5.00%	123	11.14%	5.01%	123	36.45%	7.96%	123	32.68%	23.12%				PEO STRI	160	23.74%	11.54%	
SAAL-ZS	124	9.30%	4.53%	124	8.09%	3.64%	124	17.76%	7.31%	124	21.77%	15.40%				PEO ASDM	165	16.93%	12.70%	
SAAL-ZD	125	32.96%	16.06%	125	20.57%	9.25%	125	31.81%	14.42%							TACOM ARDEC HQ/TD/ASCO	180	32.36%	34.06%	
MEDCOM	126	33.55%	3.98%	126	51.53%	5.85%	126	72.91%	9.85%	126	42.79%	11.52%	126	51.72%	13.93%	TACOM ARDEC FSAC	181	21.92%	23.11%	
RDAISA	127	27.50%	9.25%	127	17.33%	18.42%	127	28.40%	16.48%	127	33.65%	19.99%				TACOM ARDEC FUZE	182	18.41%	19.78%	
SAAL-ZL				128	5.29%	2.38%	128	10.76%	1.72%							TACOM AREDEC WECAC	183	24.51%	26.57%	
DDACM/ASC				129	19.55%	9.33%	129	27.38%	18.43%	129	28.30%	22.48%	129	27.96%	18.17%	TACOM ARDEC CCAC	184	16.24%	17.60%	
MTAQ Supr				130	27.05%	23.61%	130	42.21%	13.63%	130	53.88%	16.98%	130	83.37%	17.71%	TACOM ARDEC QED	185	21.09%	22.86%	
OF-TF							131	23.03%	6.98%	131	20.12%	12.07%	131	97.63%	28.87%	TACOM ARDEC RMD	186	25.79%	25.22%	
PM FCS							132	35.09%	14.91%	132	23.92%	32.30%				TACOM ARDEC Benet	187	16.38%	17.85%	
PM JSIMS										133	34.35%	22.86%	133	37.94%	24.98%	TACOM AcqCtr (P)	188	12.72%	12.41%	
PEO Aviation										134	15.07%	8.31%	134	15.34%	14.79%		Average	23.58%	15.41%	
ACA HQ										135	8.28%	3.73%	135	31.04%	12.28%	TACOM Chiefs	190	Converted to AcqDemo July 27, 2003 [not eligible for 2003 CCAS rating, received full G]		
OAA DOL										136	15.36%	10.87%	136	16.28%	11.51%	TACOM TARDEC	191			
PEO CS/CS										137	Converted 10/06/02					TACOM Legal	192			
																TACOM AcqCtr (W)	193			
																TACOM CBO	194			
	Average	21.12%	9.88%	Average	21.45%	15.05%	Average	27.37%	13.30%	Average	26.00%	16.48%	Average	34.23%	18.74%	TACOM CmdGp DCG	195	Average	27.92%	16.60%
													Note: Average for for Pay Pools with more than one CCAS cycle.					Overall Army Averages		

Note: Average for for Pay Pools with more than one CCAS cycle.

# Overall Contribution Scores / Delta

OCS

Organization	PP#	1999 OCS	1999 Expected OCS	1999 Delta OCS (SPL)	2000 OCS	2000 Expected OCS	2000 Delta OCS (SPL)	2001 OCS	2001 Expected OCS	2001 Delta OCS (SPL)	2002 OCS	2002 Expected OCS	2002 Delta OCS (SPL)	2003 OCS	2003 Expected OCS	2003 Delta OCS (SPL)			2003 OCS	2003 Expected OCS	2003 Delta OCS (SPL)	
OAA DCC-W	101	62	61	1	64	63	1	66	64	2	69	67	2	72	69	3	PEO CS/CS	137	84	83	1	
ATEC	102	71	67	4	74	71	4	76	73	3	74	75	-1	74	76	-2	ATEC DTC	138	75	76	-2	
PEO EIS	103	79	77	2	81	78	3	80	78	2	81	78	3	77	75	2	ATEC OTC	139	72	73	-1	
SAAL-ZP/CSA	104	83	80	3	85	80	5	87	81	6							AMSAA CCAD	140	79	78	2	
ATEC AEC	105	79	78	1	77	78	-1	18	19	-1	78	79	-1	76	76	0	AMSAA CSAD	141	80	78	1	
Army G8 (ADO)	106	77	75	3	80	78	2	82	78	4	84	79	5	88	80	7	AMSAA LAD	142	78	74	3	
CCK	107	64	60	3	66	63	3	66	63	3	67	62	5	67	61	6	AMSAA JTCG	143	73	70	3	
ATEC OEC	108	76	77	-1													AMSAA SOD	144	62	59	2	
SAAL-ZR	109	77	76	1													AMSAA Chiefs	145	101	96	5	
PEO CBD (JPOBD)	110	82	78	5	81	77	4	83	77	6	85	78	8	86	82	4	ACA South Region	146	84	83	1	
MTAQ	111	65	65	1	68	66	2	71	69	2	72	70	1	72	70	2	AMCOM TMDE	150	87	84	4	
ASA ALT	112	56	53	3	72	69	4	73	71	2	80	78	2	82	79	3	AMCOM CIC	151	86	82	4	
PEO C3T	113	90	86	4	85	86	0	89	86	3	87	84	2	81	78	3	AMCOM LAISO	152	71	68	2	
PEO GCS-P/Ammo	114	89	86	3	90	86	4	90	87	4	90	86	4	92	88	4	AMCOM IMMC	153	90	87	3	
PEO CIO	119	75	73	3	79	73	6	84	75	9	82	75	8	85	77	8	AMCOM AcqCtr	154	93	92	1	
PEO GCS-W	120	80	76	4	81	77	5	83	78	5	84	78	5	85	80	5	AMCOM CmdStaff	155	92	88	4	
PEO IEWS	121	79	77	2	79	77	2	81	80	2	81	79	2	81	79	2	AMCOM SAMD	156	92	89	2	
SAAL-ZC	122	71	69	3													AMCOM IG	157	76	73	3	
SAAL-ZT	123	88	82	6	93	89	4	81	81	0	85	85	1				PEO STRI	160	76	75	1	
SAAL-ZS	124	72	65	7	75	67	8	71	68	3	74	71	3				PEO ASMD	165	92	89	3	
SAAL-ZD	125	77	77	0	82	81	1	80	79	1							TACOM ARDEC HQ/TD/ASCO	180	85	85	0	
MEDCOM	126	54	43	12	61	55	6	61	59	3	61	59	2	62	61	1	TACOM ARDEC FSAC	181	89	87	2	
RDAISA	127	69	67	3	71	67	4	68	66	2	68	67	2				TACOM ARDEC FUZE	182	82	79	3	
SAAL-ZL	128				94	82	12	95	83	12							TACOM AREDEC WECAC	183	92	91	1	
DDACM/ASC	129				77	75	2	77	75	3	79	76	2	78	76	2	TACOM ARDEC CCAC	184	93	90	3	
MTAQ Supr	130				57	54	3	93	87	7	96	91	5	96	92	4	TACOM ARDEC QED	185	91	89	2	
OF-TF	131							76	74	2	82	78	3	84	82	2	TACOM ARDEC RMD	186	85	84	1	
PM FCS	132							85	84	2	85	85	0				TACOM ARDEC Benet	187	81	78	3	
PM JSIMS	133										71	70	2	75	73	2	TACOM AcqCtr (P)	188	95	91	4	
PEO Aviation	134										93	89	4	94	90	5	1st CCAS Cycle Average			84	82	2
ACA HQ	135										86	79	7	87	83	4	TACOM Chiefs	190	NA	NA	NA	
OAA DOL	136										58	54	4	59	55	4	TACOM TARDEC	191	NA	NA	NA	
PEO CS/CS											NA	NA	NA				TACOM Legal	192	NA	NA	NA	
Average		75	71	3	77	74	3	77	73	3	79	76	3	80	76	3	Note: Average for for Pay Pools with more than one CCAS cycle.					
																	Overall Army Averages			82	79	3

Note: Average for for Pay Pools with more than one CCAS cycle.

# Scores

Army	1999	2000	2001	2002	2003
Expected OCS Range	22 to 100	25 to 100	23 to 100	28 to 100	16 to 100
Factor Score Range	5 to 115	0 to 115	18 to 115	18 to 115	22 to 115
OCS Range	5 to 111	11 to 115	28 to 115	22 to 115	16 to 115
Delta OCS Range	-71 to +32	-39 to +25	-35 to +29	-37 to +25	-31 to +33

Individuals with OCS Greater Than the Maximum Score for Career Path						
Career Path	Max Score	1999	2000	2001	2002	2003
NH	100	78	59	94	111	198
NJ	83	0	0	0	0	1
NK	61	4	11	11	12	14



# Average Base Pay by Pay Pool

		1999 CCAS			2000 CCAS			2001 CCAS			2002 CCAS			2003 CCAS			2003 CCAS					
Pay Pool Number	Organization	1999 Average Base Pay	2000 Average Base Pay	Percent Increase	2000 Average Base Pay	2001 Average Base Pay	Percent Increase	2001 Average Base Pay	2002 Average Base Pay	Percent Increase	2002 Average Base Pay	2003 Average Base Pay	Percent Increase	2003 Average Base Pay	2004 New Base Pay	Percent Increase	Organization	Pay Pool Number	2003 Average Base Pay	2004 New Base Pay	Percent Increase	
101	OAA DCC-W	47105	50132	6.42%	50736	53417	5.28%	53537	56755	6.01%	58605	61802	5.46%	62444	64788	3.75%	PEO CS/CSS	137	81438	84304	3.52%	
102	ATEC	52847	56121	6.20%	58944	61686	4.65%	62772	67352	7.30%	67531	71541	5.94%	71474	74084	3.65%	ATEC DTC	138	72442	75036	3.58%	
103	PEO EIS	64074	67750	5.74%	67821	70950	4.61%	69614	73348	5.36%	72569	76187	4.99%	70435	72872	3.46%	ATEC OTC	139	66826	69363	3.80%	
104	SAAL-ZP/CSA	68810	72720	5.68%	71577	74558	4.17%	74594	78380	5.08%							AMSAA CCAD	140	72719	75822	4.27%	
105	ATEC AEC	66079	69996	5.93%	67255	70263	4.47%	70243	74429	5.96%	73121	77086	5.42%	72531	75040	3.46%	AMSAA CSAD	141	73626	76883	4.42%	
106	Army G8 (ADO)	62816	66691	6.17%	70315	73761	4.90%	72624	76350	5.13%	75951	79344	4.47%	79502	82284	3.50%	AMSAA LAD	142	69134	72146	4.36%	
107	CCK	46626	49431	6.02%	50003	52527	5.05%	51776	55112	6.44%	51929	55179	6.26%	53744	56251	4.66%	AMSAA JTCG	143	63580	66441	4.50%	
108	ATEC OEC	63855	67704	6.03%													AMSAA SOD	144	51764	53911	4.15%	
109	SAAL-ZR	61820	65549	6.03%													AMSAA Chiefs	145	102179	105554	3.30%	
110	PEO CBD (JPOBD)	65531	69680	6.64%	66305	69719	5.15%	67606	71967	6.45%	71600	76008	6.16%	79690	82858	3.98%	ACA South Region	146	79767	82887	3.91%	
111	MTAQ	49963	53061	6.20%	52873	56261	6.41%	57007	61365	7.65%	61060	65433	7.16%	62181	65431	5.23%	AMCOM TMDE	150	80915	83915	3.71%	
112	ASA ALT	40052	42535	6.20%	59286	61865	4.35%	62589	66552	6.33%	74238	78173	5.30%	78114	80995	3.69%	AMCOM CIC	151	78783	82187	4.32%	
113	PEO C3T	77300	81638	5.61%	79968	83680	4.64%	82071	86667	5.60%	82976	86757	4.56%	75383	78912	4.68%	AMCOM LAISO	152	59881	62797	4.87%	
114	PEO GCS-P/Ammo	74719	79271	6.09%	77364	80758	4.39%	80388	84598	5.24%	83313	87364	4.86%	88075	90985	3.30%	AMCOM IMMC	153	86377	89801	3.96%	
119	PEO CIO	59492	63129	6.11%	61995	65394	5.48%	65960	71632	8.60%	68566	73446	7.12%	74389	76873	3.34%	AMCOM AcqCtr	154	93864	97594	3.97%	
120	PEO GCS-W	64720	68561	5.93%	68249	71095	4.17%	71736	75310	4.98%	74795	78170	4.51%	78502	80957	3.13%	AMCOM CmdStaff	155	89586	92245	2.97%	
121	PEO IEWS	64792	68608	5.89%	68028	72091	5.97%	72430	77175	6.55%	75243	79624	5.82%	77062	80233	4.11%	AMCOM SAMD	156	90090	93185	3.44%	
122	SAAL-ZC	57555	61123	6.20%													AMCOM IG	157	67330	69477	3.19%	
123	SAAL-ZT	73465	77773	5.86%	85260	88549	3.86%	77164	81680	5.85%	84605	89003	5.20%				PEO STRI	160	70104	72555	3.50%	
124	SAAL-ZS	52607	55587	5.66%	57186	59693	4.38%	59604	63272	6.15%	66323	69821	5.27%				PEO ASMD	165	91396	94449	3.34%	
125	SAAL-ZD	65609	69488	5.91%	74072	77131	4.13%	73287	77647	5.95%							TACOM ARDEC HQ/TD/ASCO	180	85429	88483	3.57%	
126	MEDCOM	31969	36735	14.91%	43315	48812	12.69%	47637	52274	9.73%	50226	53720	6.95%	53264	55990	5.12%	TACOM ARDEC FSAC	181	89304	92448	3.52%	
127	RDAISA	52249	55134	5.52%	54228	56921	4.97%	54509	58236	6.84%	57794	61449	6.32%				TACOM ARDEC FUZE	182	75970	78844	3.78%	
128	SAAL-ZL				75789	78544	3.64%	78544	81883	4.25%							TACOM AREDEC WECAC	183	93921	97191	3.48%	
129	DDACM/ASC				63030	66037	4.77%	64897	69138	6.53%	69829	73856	5.77%	70764	73903	4.44%	TACOM ARDEC CCAC	184	91891	95375	3.79%	
130	MTAQ Supr				80738	86148	6.70%	79469	90277	13.60%	90277	99471	10.18%	94805	100536	6.05%	TACOM ARDEC QED	185	89511	92698	3.56%	
131	OF-TF							63314	67474	6.57%	72548	76852	5.93%	80359	84753	5.47%	TACOM ARDEC RMD	186	81706	84772	3.75%	
132	PM FCS							76075	80640	6.00%	80640	84631	4.95%				TACOM ARDEC Benet	187	73832	76502	3.62%	
133	PM JSIMS										63720	68097	6.87%	68302	71832	5.17%	TACOM AcqCtr (P)	188	92874	96270	3.66%	
134	PEO Aviation										87370	91822	5.10%	90895	94387	3.84%	1st CCAS Cycle Average			79870	82667	3.79%
135	ACA HQ										74021	77488	4.68%	80960	84169	3.96%	TACOM Chiefs	190	NA	NA	NA	
136	OAA DOL										46128	48572	5.30%	48442	50216	3.66%	TACOM TARDEC	191	NA	NA	NA	
137	PEO CS/CSS										NA	NA	NA				TACOM Legal	192	NA	NA	NA	
Army Average		59307	62983	6.39%	65406	68690	5.17%	67578	71981	6.57%	70576	74650	5.79%	73242	76289	4.17%	TACOM AcqCtr (W)	193	NA	NA	NA	
														Note: Average for for Pay Pools with more than one CCAS cycle.			TACOM CBO	194	NA	NA	NA	
																	TACOM CmdGp DCG	196	NA	NA	NA	
																		77011	80029	3.95%		
Overall Army Averages																						



# Average Contribution Rating Increase by Pay Pool

1999 CCAS				2000 CCAS		2001 CCAS		2002 CCAS		2003 CCAS		2003 CCAS				
Pay Pool Number	Organization	1999 Approved CRI \$	1999 Approved CRI % of 1999 Base Pay	2000 Approved CRI \$	2000 Approved CRI %	2001 Approved CRI \$	2001 Approved CRI %	2002 Approved CRI \$	2002 Approved CRI %	2003 Approved CRI \$	2003 Approved CRI %	Organization	Pay Pool Number	2003 Approved CRI \$	2003 Approved CRI %	
101	OAA DCC-W	1291	2.74%	1382	2.71%	1383	2.62%	1438	2.49%	1415	2.28%	PEO CS/CSS	137	1672	2.10%	
102	ATEC	1289	2.44%	1171	2.12%	2330	4.07%	1932	3.01%	1555	2.26%	ATEC DTC	138	1507	2.03%	
103	PEO EIS	1250	1.95%	1297	1.93%	1256	1.76%	1382	1.83%	1391	2.03%	ATEC OTC	139	1539	2.43%	
104	SAAL-ZP/CSA	1295	1.88%	1048	1.75%	1100	1.75%					AMSAA CCAD	140	2013	2.93%	
105	ATEC AEC	1583	2.40%	1239	1.94%	1670	2.53%	1706	2.43%	1432	2.31%	AMSAA CSAD	141	2152	2.89%	
106	Army G8 (ADO)	1648	2.62%	1547	2.18%	1111	1.78%	1038	1.57%	1590	2.09%	AMSAA LAD	142	1975	2.94%	
107	CCK	1327	2.85%	1217	2.46%	1516	3.06%	1744	3.86%	1712	3.29%	AMSAA JTCG	143	1907	2.98%	
108	ATEC OEC	1595	2.50%									AMSAA SOD	144	1370	2.62%	
109	SAAL-ZR	1379	2.23%									AMSAA Chiefs	145	1842	1.94%	
110	PEO CBD (JPOBD)	1972	3.01%	1624	2.45%	1928	2.91%	2189	3.17%	1972	2.49%	ACA South Region	146	1924	2.52%	
111	MTAQ	1199	2.40%	1982	3.90%	2353	4.11%	2540	4.00%	2340	3.74%	AMCOM TMDE	150	1786	2.19%	
112	ASA ALT	961	2.40%	978	1.83%	1750	2.78%	1633	2.37%	1709	2.34%	AMCOM CIC	151	2222	2.80%	
113	PEO C3T	1400	1.81%	1552	2.07%	1642	2.21%	1209	1.56%	2398	3.19%	AMCOM LAISO	152	2016	3.42%	
114	PEO GCS-P/Ammo	1712	2.29%	1305	1.73%	1316	1.67%	1468	1.81%	1589	1.85%	AMCOM IMMC	153	2142	2.52%	
119	PEO CIO	1497	2.52%	1725	2.82%	3298	5.18%	2754	4.19%	1369	1.89%	AMCOM AcqCtr	154	2322	2.50%	
120	PEO GCS-W	1397	2.16%	1007	1.61%	997	1.53%	1061	1.51%	1277	1.69%	AMCOM CmdStaff	155	1322	1.59%	
121	PEO IEWS	1367	2.11%	2242	3.27%	2141	2.95%	2049	2.68%	2016	2.62%	AMCOM SAMD	156	1743	1.99%	
122	SAAL-ZC	1381	2.40%									AMCOM IG	157	1138	1.79%	
123	SAAL-ZT	1516	2.06%	987	1.36%	1737	2.38%	1775	2.25%			PEO STRI	160	1403	2.04%	
124	SAAL-ZS	980	1.86%	963	1.93%	1522	2.77%	1442	2.39%			PEO ASDM	165	1682	1.96%	
125	SAAL-ZD	1386	2.11%	1059	1.53%	1721	2.57%					TACOM ARDEC HQ/TD/ASCO	180	1796	2.26%	
126	MEDCOM	3577	11.19%	4327	9.78%	2934	6.22%	1951	4.10%	1934	3.65%	TACOM ARDEC FSAC	181	1803	2.37%	
127	RDAISA	1132	2.17%	1270	2.45%	1777	3.22%	1876	3.42%			TACOM ARDEC FUZE	182	1757	2.72%	
128	SAAL-ZL			708	1.12%	5065	1.16%					TACOM AREDEC WECAC	183	1860	2.10%	
129	DDACM/ASC			1305	2.08%	1905	3.04%	1862	2.72%	2078	3.08%	TACOM ARDEC CCAC	184	2105	2.42%	
130	MTAQ Supr			3229	4.12%	7947	10.05%	6395	7.28%	4308	4.64%	TACOM ARDEC QED	185	1844	2.08%	
131	OF-TF					1880	2.32%	2055	2.76%	3189	3.80%	TACOM ARDEC RMD	186	1841	2.21%	
132	PM FCS					1826	2.39%	1490	1.95%			TACOM ARDEC Benet	187	1563	2.14%	
133	PM JSIMS							2401	3.72%	2506	4.23%	TACOM AcqCtr (P)	188	2003	2.21%	
134	PEO Aviation							1743	2.07%	2128	2.41%	1st CCAS Cycle Average			1802	2.37%
135	ACA HQ							1172	1.74%	1994	2.58%	TACOM Chiefs	190	NA	NA	
136	OAA DOL							1015	2.17%	1047	2.20%	TACOM TARDEC	191	NA	NA	
137	PEO CS/CSS							NA	NA			TACOM Legal	192	NA	NA	
Army Average		1484	2.70%	1529	2.57%	2164	3.08%	1897	2.81%	1952	2.76%	TACOM AcqCtr (W)	193	NA	NA	
											Pay Pools with more than one CCAS cycle.		TACOM CBO	194	NA	NA
													TACOM CmdGp DCG	196	NA	NA
														1867	2.54%	
Overall Army Averages																

# Average Contribution Award by Pay Pool

1999 CCAS				2000 CCAS		2001 CCAS		2002 CCAS		2003 CCAS		2003 CCAS			
Pay Pool Number	Organization	1999 Approved CA \$	1999 Approved CA % of 1999 Base Pay	2000 Approved CA \$	2000 Approved CA %	2001 Approved CA \$	2001 Approved CA %	2002 Approved CA \$	2002 Approved CA %	2003 Computed Award	2003 Approved CA %	Organization	Pay Pool Number	2003 Computed Award	2003 Approved CA %
101	OAA DCC-VV	664	1.41%	634	1.23%	946	1.74%	1160	1.95%	1293	2.04%	PEO CS/CSS	137	2555	3.14%
102	ATEC	0	0.00%	1047	1.89%	1131	1.92%	1216	1.89%	1287	1.91%	ATEC DTC	138	1147	1.56%
103	PEO EIS	1789	2.79%	1699	2.54%	1526	2.16%	1633	2.19%	1585	2.27%	ATEC OTC	139	1169	1.83%
104	SAAL-ZP/CSA	690	1.00%	644	0.96%	671	0.97%					AMSAA CCAD	140	1500	2.09%
105	ATEC AEC	Exception		1463	2.18%	1267	1.83%	1313	1.82%	1303	1.77%	AMSAA CSAD	141	1511	2.05%
106	Army G8 (ADO)	1696	2.70%	1804	2.26%	2146	2.82%	2279	2.85%	2385	2.99%	AMSAA LAD	142	1426	2.18%
107	CCK	490	1.05%	526	1.06%	745	1.46%	469	1.00%	967	1.84%	AMSAA JTCG	143	1575	2.69%
108	ATEC OEC	Exception										AMSAA SOD	144	1050	2.00%
109	SAAL-ZR	660	1.07%									AMSAA Chiefs	145	2331	2.30%
110	PEO CBD (JPOBD)	1179	1.80%	1193	1.72%	1338	1.99%	1437	2.02%	1800	2.11%	ACA South Region	146	1651	2.15%
111	MTAQ	531	1.06%	1622	3.11%	1189	2.08%	1374	2.14%	1399	2.18%	AMCOM TMDE	150	1264	1.55%
112	ASA ALT	468	1.17%	533	0.92%	754	1.20%	1470	2.08%	1620	2.13%	AMCOM CIC	151	1260	1.58%
113	PEO C3T	1391	1.80%	1691	2.15%	1694	2.11%	1747	2.10%	1680	2.18%	AMCOM LAISO	152	1261	2.14%
114	PEO GCS-P/Ammo	2195	2.94%	2088	2.72%	2151	2.68%	2180	2.66%	2378	2.72%	AMCOM IMMC	153	1379	1.60%
119	PEO CIO	1209	2.03%	1788	2.90%	2162	3.33%	2171	3.16%	1339	1.79%	AMCOM AcqCtr	154	1469	1.57%
120	PEO GCS-VV	2066	3.19%	2068	3.08%	2177	3.12%	2417	3.24%	2485	3.18%	AMCOM CmdStaff	155	1322	1.50%
121	PEO IEWS	787	1.22%	1799	2.56%	1630	2.21%	1693	2.21%	1734	2.22%	AMCOM SAMD	156	1216	1.35%
122	SAAL-ZC	673	1.17%									AMCOM IG	157	909	1.34%
123	SAAL-ZT	782	1.07%	766	0.93%	471	0.61%	1675	1.98%			PEO STRI	160	808	1.15%
124	SAAL-ZS	615	1.17%	514	0.95%	617	1.06%	1313	2.11%			PEO ASMD	165	1645	1.82%
125	SAAL-ZD	767	1.17%	666	0.88%	1136	1.58%					TACOM ARDEC HQ/TD/ASCO	180	2338	2.87%
126	MEDCOM	459	1.44%	584	1.31%	643	1.36%	678	1.41%	719	1.37%	TACOM ARDEC FSAC	181	2323	2.78%
127	RDAISA	726	1.39%	1485	2.85%	1144	2.05%	1303	2.36%			TACOM ARDEC FUZE	182	1982	2.72%
128	SAAL-ZL			681	0.86%	351	0.45%					TACOM AREDEC WECAC	183	2443	2.66%
129	DDACM/ASC			701	1.11%	1597	2.50%	1885	2.73%	1413	2.01%	TACOM ARDEC CCAC	184	2390	2.72%
130	MTAQ Supr			2819	3.59%	2565	3.24%	2844	3.16%	2560	2.64%	TACOM ARDEC QED	185	2328	2.61%
131	OF-TF					570	0.70%	1306	1.79%	1188	1.42%	TACOM ARDEC RMD	186	2279	2.67%
132	PM FCS					776	1.01%	2177	2.79%			TACOM ARDEC Benet	187	1921	2.61%
133	PM JSIMS							1718	2.63%	1529	2.24%	TACOM AcqCtr (P)	188	2173	2.36%
134	PEO Aviation							1086	1.27%	2454	2.73%	1st CCAS Cycle Average		1677	2.12%
135	ACA HQ							666	0.93%	1676	2.07%	TACOM Chiefs	190	NA	NA
136	OAA DOL							913	1.87%	959	1.92%	TACOM TARDEC	191	NA	NA
137	PEO CS/CSS							NA	NA			TACOM Legal	192	NA	NA
Army Average		863	1.42%	1253		1256	1.85%	1543	2.17%	1625	2.17%	TACOM AcqCtr (VV)	193	NA	NA
Note: Average for for Pay Pools with more than one CCAS cycle.												TACOM CBO	194	NA	NA
												TACOM CmdGp DCG	196	NA	NA
Overall Army Averages														1654	2.14%

# Average Total Award by Pay Pool

1999 CCAS				2000 CCAS		2001 CCAS		2002 CCAS		2003 CCAS		2003 CCAS			
Pay Pool Number	Organization	1999 Total Award \$	1999 Total Award % of 1999 Base Pay	2000 Total Award \$	2000 Total Award % of 2000 Base Pay	2001 Total Award \$	2001 Total Award % of 2001 Base Pay	2002 Total Award \$	2002 Total Award % of 2002 Base Pay	2003 Total Award \$	2003 Total Award % of 2003 Base Pay	Organization	Pay Pool Number	2003 Total Award \$	2003 Total Award % of 2003 Base Pay
101	OAA DCC-W	760	1.61%	840	1.63%	1268	2.37%	1421	2.42%	1758	2.82%	PEO CS/CSS	137	2947	3.62%
102	ATEC	954	1.80%	1088	1.96%	1210	1.93%	1325	1.96%	1532	2.14%	ATEC DTC	138	1608	2.22%
103	PEO EIS	2141	3.34%	2162	3.23%	1868	2.68%	2078	2.86%	1963	2.79%	ATEC OTC	139	1334	2.00%
104	SAAL-ZP/CSA	1161	1.69%	1026	1.35%	1063	1.42%					AMSAA CCAD	140	1668	2.29%
105	ATEC AEC	1370	2.07%	1717	2.53%	1713	2.44%	1839	2.52%	1698	2.34%	AMSAA CSAD	141	1567	2.13%
106	Army G8 (ADO)	2092	3.33%	2460	3.02%	3246	4.47%	3518	4.63%	3179	4.00%	AMSAA LAD	142	1525	2.21%
107	CKK	631	1.35%	552	1.10%	1073	2.07%	674	1.30%	1190	2.21%	AMSAA JTCG	143	1575	2.48%
108	ATEC OEC	1259	1.97%									AMSAA SOD	144	1232	2.38%
109	SAAL-ZR	827	1.34%									AMSAA Chiefs	145	3553	3.48%
110	PEO CBD (JPOBD)	1500	2.29%	1558	2.15%	1642	2.43%	1639	2.29%	2523	3.17%	ACA South Region	146	2120	2.66%
111	MTAQ	584	1.17%	1983	3.71%	1821	3.19%	1880	3.08%	2184	3.51%	AMCOM TMDE	150	1620	2.00%
112	ASA ALT	468	1.17%	740	1.14%	892	1.42%	1915	2.58%	2259	2.89%	AMCOM CIC	151	1260	1.60%
113	PEO C3T	1846	2.39%	2088	2.57%	2667	3.25%	2318	2.79%	2313	3.07%	AMCOM LAISO	152	1261	2.11%
114	PEO GCS-P/Ammo	2397	3.21%	2330	3.00%	2462	3.06%	2466	2.96%	2550	2.89%	AMCOM IMMC	153	1716	1.99%
119	PEO CIO	1282	2.15%	1975	3.18%	2856	4.33%	3642	5.31%	2945	3.96%	AMCOM AcqCtr	154	1711	1.82%
120	PEO GCS-W	2330	3.60%	2515	3.62%	2722	3.79%	2879	3.85%	2780	3.54%	AMCOM CmdStaff	155	2338	2.61%
121	PEO IEWS	1075	1.66%	2330	3.27%	2385	3.29%	2654	3.53%	2800	3.63%	AMCOM SAMD	156	1635	1.81%
122	SAAL-ZC	673	1.17%									AMCOM IG	157	1386	2.06%
123	SAAL-ZT	1106	1.51%	1485	1.65%	1423	1.84%	2268	2.68%			PEO STRI	160	1148	1.64%
124	SAAL-ZS	897	1.71%	695	1.13%	919	1.54%	1728	2.61%			PEO ASMD	165	2156	2.36%
125	SAAL-ZD	955	1.46%	1089	1.30%	1921	2.62%					TACOM ARDEC HQ/TD/ASCO	180	2732	3.20%
126	MEDCOM	803	2.51%	1454	3.23%	2472	5.19%	1237	2.46%	1448	2.72%	TACOM ARDEC FSAC	181	2814	3.15%
127	RDAISA	784	1.50%	1687	3.24%	1357	2.49%	1460	2.53%			TACOM ARDEC FUZE	182	2299	3.03%
128	SAAL-ZL			1489	1.66%	2040	2.60%					TACOM ARDEC WECAC	183	2836	3.02%
129	DDACM/ASC			945	1.46%	2054	3.16%	2397	3.43%	1912	2.70%	TACOM ARDEC CCAC	184	2490	2.71%
130	MTAQ Supr			2819	3.59%	2932	3.69%	5476	6.07%	4913	5.18%	TACOM ARDEC QED	185	2632	2.94%
131	OF-TF					570	0.90%	1427	1.97%	2275	2.83%	TACOM ARDEC RMD	186	2546	3.12%
132	PM FCS					2739	3.60%	2299	2.85%			TACOM ARDEC Benet	187	2129	2.88%
133	PM JSIMS							2056	3.23%	2226	3.26%	TACOM AcqCtr (P)	188	2399	2.58%
134	PEO Aviation							1315	1.50%	2871	3.16%	1st CCAS Cycle Average		2008	2.49%
135	ACA HQ							974	1.32%	2109	2.60%	TACOM Chiefs	190	NA	NA
136	OAA DOL							1190	2.58%	1268	2.62%	TACOM TARDEC	191	NA	NA
137	PEO CS/CSS							NA	NA			TACOM Legal	192	NA	NA
Army Average		1213	2.00%	1610	2.38%	1893	2.79%	2080	2.90%	2304	3.09%	TACOM AcqCtr (W)	193	NA	NA
											Note: Average for for Pay Pools with more than one CCAS cycle.	TACOM CBO	194	NA	NA
												TACOM CmdGp DCG	196	NA	NA
														2136	2.75%
														Overall Army Averages	

# Average CRI by Career Path and Broadband Level

Career Path & Broadband	1999 Average CRI	1999 Average CRI % of 1999 Base Salary	2000 Average CRI	2000 Average CRI % of 2000 Base Salary	2001 Average CRI	2001 Average CRI % of 2001 Base Salary	2002 Average CRI	2002 Average CRI % of 2002 Base Salary	2003 Average CRI	2003 Average CRI % of 2003 Base Salary
NK-I	260	1.12%	154	0.69%	0	0.00%	0	0.00%	254	1.07%
NK-II	739	2.65%	816	2.74%	883	2.84%	720	2.21%	647	1.95%
NK-III	975	2.67%	975	2.51%	1250	3.11%	1166	2.78%	1205	2.83%
NJ-I	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
NJ-II	763	2.61%	798	2.52%	712	2.18%	644	1.91%	718	2.03%
NJ-III	NA	NA	NA	NA	NA	NA	NA	NA	896	1.89%
NJ-IV	NA	NA	NA	NA	NA	NA	NA	NA	1357	2.02%
NH-I	NA	NA	NA	NA	NA	NA	NA	NA	934	3.71%
NH-II	1315	3.76%	1465	3.80%	1512	3.74%	1527	3.64%	1482	3.47%
NH-III	1439	2.48%	1489	2.48%	1728	2.79%	1623	2.46%	1450	2.16%
NH-IV	1753	2.17%	1807	2.17%	2190	2.55%	2137	2.39%	2273	2.52%
Average	905	2.18%	938	2.11%	1034	2.15%	1692	2.57%	1218	2.51%

# Average CA by Career Path and Broadband Level

Career Path & Broadband	1999 Average CA	1999 Average CA % of 1999 Base Salary	2000 Average CA	2000 Average CA % of 2000 Base Salary	2001 Average CA	2001 Average CA % of 2001 Base Salary	2002 Average CA	2002 Average CA % of 2002 Base Salary	2003 Average CA	2003 Average CA % of 2003 Base Salary
NK-I	136	0.59%	151	0.65%	242	0.95%	397	1.50%	382	1.49%
NK-II	426	1.45%	668	2.16%	677	2.09%	654	1.93%	624	1.79%
NK-III	635	1.72%	729	1.88%	850	2.12%	1053	2.47%	1030	2.37%
NJ-I	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
NJ-II	383	1.31%	372	1.17%	473	1.42%	504	1.47%	562	1.57%
NJ-III	NA	NA	NA	NA	NA	NA	NA	NA	953	1.96%
NJ-IV	NA	NA	NA	NA	NA	NA	NA	NA	1410	2.04%
NH-I	NA	NA	NA	NA	NA	NA	NA	NA	525	2.1%
NH-II	506	1.39%	648	1.66%	744	1.81%	880	2.06%	832	1.9%
NH-III	809	1.34%	1335	2.13%	1369	2.10%	1448	2.10%	1218	1.7%
NH-IV	1459	1.75%	1886	2.19%	1921	2.16%	2061	2.22%	2025	2.2%
Average	915	1.49%	1325	2.07%	523	1.05%	1501	2.13%	1020	1.95%

# Total Carryover Award

## (Resulting from Attaining Maximum Salary for Broadband Level)

Career Path & Broadband	1999 Total Carryover Award	2000 Total Carryover Award	2001 Total Carryover Award	2002 Total Carryover Award	2003 Total Carryover Award
NK-I	10207	1642	1895	562	919
NK-II	91310	23850	46780	46263	96844
NK-III	135122	1373	1643	7066	16405
NJ-I	NA	NA	NA	NA	NA
NJ-II	0	223	2306	919	1601
NJ-III	NA	NA	NA	NA	2090
NJ-IV	NA	NA	NA	NA	5071
NH-I	NA	NA	NA	NA	0
NH-II	38	28200	78330	50963	87153
NH-III	10097	222813	395196	421947	872144
NH-IV	1373	157205	238425	262153	677121
Total	248147	435306	764575	789873	1758429

# Average Total Award by Career Path and Broadband Level

Career Path & Broadband	1999 Average Total Award	1999 AverageTotal Award % of 1999 Base Salary	2000 Average Total Award	2000 AverageTotal Award % of 2000 Base Salary	2001 Average Total Award	2001 AverageTotal Award % of 2001 Base Salary	2002 Average Total Award	2002 AverageTotal Award % of 2002 Base Salary	2003 Average Total Award	2003 AverageTotal Award % of 2003 Base Salary
NK-I	155	0.67%	562	2.30%	1190	4.66%	959	3.63%	688	2.87%
NK-II	706	2.41%	860	2.74%	1088	3.38%	1023	2.96%	1085	3.13%
NK-III	752	2.03%	755	1.93%	903	2.22%	1241	2.87%	1360	3.11%
NJ-I	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
NJ-II	383	1.31%	419	1.32%	584	1.78%	556	1.60%	708	2.01%
NJ-III	NA	NA	NA	NA	NA	NA	NA	NA	1465	2.93%
NJ-IV	NA	NA	NA	NA	NA	NA	NA	NA	1917	2.81%
NH-I	NA	NA	NA	NA	NA	NA	NA	NA	525	2.09%
NH-II	714	1.96%	895	2.23%	1193	2.87%	1157	2.62%	1086	2.40%
NH-III	1237	2.04%	1682	2.63%	1976	3.00%	2016	2.85%	1789	2.53%
NH-IV	2006	2.36%	2289	2.60%	2480	2.77%	2549	2.71%	2560	2.74%
Average	1320	2.14%	1649	2.54%	1911	2.86%	1974	2.78%	1388	2.64%

# Breakdown of 2003 CRI

CRI %	CCAS 1999		CCAS 2000		CCAS 2001		CCAS 2002		CCAS 2003	
20%	4	0.27%	4	0.25%	7	0.42%	0	0.00%	5	0.12%
15.00 - 19.99%	6	0.41%	14	0.87%	10	0.60%	4	0.21%	4	0.10%
10.10 - 14.90%	10	0.68%	20	1.24%	33	1.97%	17	0.91%	14	0.34%
6.01 - 10.00%	62	4.22%	61	3.79%	93	5.55%	80	4.30%	96	2.30%
5.91 - 6.00%	3	0.20%	15	0.93%	45	2.69%	27	1.45%	83	1.99%
3.34 - 5.90%	317	21.58%	329	20.45%	379	22.63%	437	23.48%	926	22.17%
2.63 - 3.33%	219	14.91%	206	12.80%	224	13.37%	284	15.26%	683	16.35%
0.01 to 2.62%	538	36.62%	664	41.27%	473	28.24%	754	40.52%	1524	36.49%
0.00%	310	21.10%	296	18.40%	411	24.54%	258	13.86%	842	20.16%
Total	1469	100.00%	1609	100.00%	1675	100.00%	1861	100.00%	4177	100.00%

	CCAS 2003		
0.00% CRI Breakdown	842	100.00%	% of 4177
Retained Pay	12	1.43%	0.29%
Less Than 90 Days	93	11.05%	2.23%
Presumptive Status 2	4	0.48%	0.10%
Presumptive Status 3	1	0.12%	0.02%
Above the Upper Rail	53	6.29%	1.27%
Override By Pay Pool Panel	69	8.19%	1.65%
Maximum Salary for Broadband CRI Carryover to Award	610	72.45%	14.60%

	CCAS 2003		
0.01 to 2.62% CRI Breakdown	1524	100.00%	% of 4177
Maximum Salary for Broadband CRI Carryover to Award	180	11.81%	4.31%
0.01 to 2.62%	1344	88.19%	32.18%



# Breakdown of CRI

CRI %	CCAS 1999		CCAS 2000		CCAS 2001		CCAS 2002		CCAS 2003	
20%	4	0.27%	4	0.25%	7	0.42%	0	0.00%	5	0.12%
15.00 - 19.99%	6	0.41%	14	0.87%	10	0.60%	4	0.21%	4	0.10%
10.10 - 14.90%	10	0.68%	20	1.24%	33	1.97%	17	0.91%	14	0.34%
6.01 - 10.00%	62	4.22%	61	3.79%	93	5.55%	80	4.30%	96	2.30%
5.91 - 6.00%	3	0.20%	15	0.93%	45	2.69%	27	1.45%	83	1.99%
3.34 - 5.90%	317	21.58%	329	20.45%	379	22.63%	437	23.48%	926	22.17%
2.63 - 3.33%	219	14.91%	206	12.80%	224	13.37%	284	15.26%	683	16.35%
0.01 to 2.62%	538	36.62%	664	41.27%	473	28.24%	754	40.52%	1524	36.49%
0.00%	310	21.10%	296	18.40%	411	24.54%	258	13.86%	842	20.16%
Total	1469	100.00%	1609	100.00%	1675	100.00%	1861	100.00%	4177	100.00%

CCAS 1999 gave 42.77% of the rated workforce CRI that was equal to or greater than a within-grade-increase. CCAS 2000 gave 40.33% of the rated workforce CRI that was equal to or greater than a within-grade-increase. CCAS 2001 gave 47.22% of the rated workforce CRI that was equal to or greater than a within-grade-increase. CCAS 2002 gave 45.62% of the rated workforce CRI that was equal to or greater than a within-grade-increase; CCAS 2003 gave 43.36% of the rated workforce CRI that was equal to or greater than a within-grade-increase; and another 18.91% (790 of 4177) had CRI carryover and added to CA for a Total Award because they were at the maximum salary for their broadband level.

General Schedule Average Within Grade Increase as Percent of Increase

Step	1	2	3	4	5	6	7	8	9	10
Percent Increase		3.33%	3.22%	3.12%	3.03%	2.94%	2.86%	2.78%	2.70%	2.63%

Average Time in Step

1 Year	Step	1 to 2	2 to 3	3 to 4
2 Years	Step	4 to 5	5 to 6	6 to 7
3 Years	Step	7 to 8	8 to 9	9 to 10

# GS Equivalency Check

General Schedule Average Within Grade Increase as Percent of Increase										
Step	1	2	3	4	5	6	7	8	9	10
Percent Increase		3.33%	3.22%	3.12%	3.03%	2.94%	2.86%	2.78%	2.70%	2.63%
1 Year → 1 Year → 1 Year → 2 Years → 2 Years → 2 Years → 3 Years → 3 Years → 3 Years										

NOTE: There are no within-grade increases (WIGI) in the Civilian Acquisition Workforce Personnel. The purpose of this slide is to answer a common question among demo participants on how they did in the GS system.

Example 1: If at the beginning of the 2000 calendar year, the employee's 2000 base salary was

equivalent to a GS Any Grade Step 8.

- The WIGI from Step 8 to Step 9 is three years and is a 2.70% increase of base salary
- For CCAS 2000, this employee received a CRI of 2.4%.
- In one year, this 2.4% CRI is 88% of the WIGI, which under GS would take three years.

Example 2: If at the beginning of the 2000 calendar year, the employee's 2000 base salary was

equivalent to a GS Any Grade Step 2.

- The WIGI from Step 2 to Step 3 is one year and is a 3.22% increase of base salary.
- For CCAS 2000, receiving a 2.4% CRI was not as good as a WIGI for GS Step 2 employee.
- The demo, however, has the potential to reward this employee at a

# CCAS Pay Outs Highs and Averages

	CCAS 1999		CCAS 2000		CCAS 2001		Recipient	CCAS 2002		Recipient	CCAS 2003	
Dollar	High	Average	High	Average	High	Average		High	Average		High	Average
CRI	8890	1420	14839	1492	13195	1748	NH-III	10942	1692	NH-IV-0340	9600 (11.40%)	1737
Carryover	4923	1426	11572	1583	9148	456	NH-IV	11212	424	NH-IV-1102	9623 (8.89%)	426
CA	6671	915	6744	1325	7193	1378	NH-IV	6747	1501	NH-IV-0340	9983 (9.22%)	1473
Total Award	9008	1320	13346	1649	14606	1911	NH-IV	17520	1974	NH-IV-0340	15969 (14.43%)	1994

	CCAS 1999		CCAS 2000		CCAS 2001		Recipient	CCAS 2002		Recipient	CCAS 2003	
Per Cent	High	Average	High	Average	High	Average		High	Average		High	Average
CRI	20.00%	2.55%	20.00%	2.71%	20.00%	2.84%	NH-III	17.82%	2.58%	NH-II-1515	20.00% (8091)	2.45%
CA	8.27%	1.49%	17.18%	2.33%	8.90%	2.07%	NH-III	9.41%	2.14%	NK-III-0318	9.61% (3744)	1.96%
Total Award	18.25%	2.14%	42.13%	2.95%	16.69%	2.86%	NK-II	22.85%	2.78%	NH-IV-0340	14.43% (15969)	2.63%

# Salary Creep

Career Path	Broadband Level	CCAS 1999				CCAS 2000				CCAS 2001				CCAS 2002				CCAS 2003			
		Number of Employees	Average Base Salary	2000 Maximum Salary for Broadband Level	Salary Cap	Number of Employees	Average Base Salary	2001 Maximum Salary for Broadband Level	Salary Cap	Number of Employees	Average Base Salary	2002 Maximum Salary for Broadband Level	Salary Cap	Number of Employees	Average Base Salary	2003 Maximum Salary for Broadband Level	Salary Cap	Number of Employees	Average Base Salary	2004 Maximum Salary for Broadband Level	Salary Cap
NK	1	2	24345	24833	98.03%	4	24579	25502	96.38%	2	26415	26415	100.00%	1	27234	27234	100.00%	3	23977	27647	86.73%
NK	2	136	30870	34408	89.72%	133	32357	35339	91.56%	119	34144	36615	93.25%	140	35603	37749	94.31%	251	34677	42432	81.72%
NK	3	50	38879	46359	83.87%	53	40678	47610	85.44%	57	43400	49324	87.99%	55	45313	50851	89.11%	77	43782	51609	84.83%
NJ	1	0	0	24833	0.00%	0	0	25502	0.00%	0	0	25415	0.00%	0	0	27234	0.00%	0	0	27647	0.00%
NJ	2	31	30972	38108	81.27%	29	32780	39143	83.74%	26	34780	40551	85.77%	17	35717	41806	85.43%	19	35172	42432	82.89%
NJ	3	1	40651	50932	79.81%	0	0	52305	0.00%	0	0	54185	0.00%	0	0	55873	0.00%	7	50045	56707	88.25%
NJ	4	0	0	72586	0.00%	0	0	74553	0.00%	0	0	77229	0.00%	0	0	79629	0.00%	10	68207	80818	84.40%
NH	1	0	0	24833	0.00%	0	0	25502	0.00%	0	0	25415	0.00%	0	0	27234	0.00%	1	25169	27647	91.04%
NH	2	154	41390	50932	81.27%	180	42456	52305	81.17%	207	44517	54185	82.16%	237	46574	55873	83.36%	382	45244	56707	79.79%
NH	3	667	64011	72586	88.19%	736	66277	74553	88.90%	752	69823	77229	90.41%	786	72583	79629	91.15%	1793	70735	80818	87.52%
NH	4	428	88680	100897	87.89%	474	91333	103623	88.14%	512	94898	107357	88.39%	625	97619	110682	88.20%	1634	93526	112346	83.25%
Total		1469				1609				1675				1861				4177			

This chart records the progression towards the maximum salary for each broadband level. For example, as a result of CCAS 1999, 31 NJ-2 employees average salary is 81.27% of \$38,108, which is the maximum 2000 salary for NJ 2. As a result of CCAS 2000, the 29 NJ-2 employees were 2.5% closer to the maximum salary for NJ-2 and for CCAS 2001, the 26 NJ-2 employees were 2.03% closer to the maximum salary for NJ-2. CCAS 2002, the 17 NJ-2 employees were 85.47% of their maximum salary and regressed by 0.34%. CCAS 2003, the 19 NJ-2 employees were 82.89% of their maximum salary and regressed by 2.54%.